

UNIVERSITY OF MASSACHUSETTS LOWELL
CENTER FOR LOWELL HISTORY
ORAL HISTORY COLLECTION

SHIFTING GEARS PROJECT
BLACKSTONE RIVER VALLEY

INFORMANT: KENNETH GUERTIN (PART 2)

INTERVIEWER: DOUGLAS REYNOLDS

DATE: AUGUST 11, 1989

G = KENNETH GUERTIN

R = DOUGLAS REYNOLDS

SG-BV-T118

[a loud buzzing noise occurs throughout much of the tape, making it frequently difficult or impossible to hear; speakers often don't speak clearly into the microphone]

G: You'll be primarily looking for or anything. You can go through it and, (R: Yeah) and you can throw things away and maybe pick one or two things out that might be beneficial to you or (R: Yeah) you know. Might be able to unlock a key or something.

R: It's not just for me, I mean I have my arsenal (G: I know) interests, but I want to save it for other people who might be interested. [unclear]. Uh anyway, let's back up with that story now, a couple weeks [unclear]. Now you've been dealing with the company for the last couple of years trying to save it [unclear]. What kind of concessions have you made to manage-, management?

G: Last few years we have made no concessions. Really. I would uh, then again we think that we've got a very, in our opinion, a rather minimal uh contract, so we've just been holding them up for a great deal of money, is (- -) We haven't made any concessions yet, to the company yet. We haven't got a great deal out of them either so it's, we're about holding our own. (R: Yeah) A quarter, maybe for a year, and that's nothing to speak of. (R: Yeah)

R: When did you start seeing problems coming?

G: Well, I think the problems started to come about three years ago, when we put a press out, Chief, they call it you know. It was the name of the press, the Chief. Uh, Super Chief, and boy it uh was rushed. They tried to make the market but it was just a little too fast. It wasn't perfected to get out there. So many of them came back, that uh, our reputation just went down. (R: Did you) That was the start of it. (R: Yeah)

R: Now we've been talking about Japanese competition, too. Was it the same time the Japanese were coming in that this happened?

G: Well, in 1976 those Japanese had zero percent of the market. They have about twenty percent of the market today. This is in the small press area. (R: Yeah) Yeah. Of course there's others, like A.B. Dick and that. But our share of the market before the Japanese got into it, was fifteen percent. We're down to about ten. So.

R: How'd the Japanese get in? Was that better technology, or better presses, or less trade barrier?

G: Well, we don't have a great deal of engineering over here now. You talk, there's very, very uh, [sighs] what do I say, lacking in engineering skills. People in these graphic arts trades. I'm not the company uh treasurer you know. [unclear] cash flow, I mean we just can't hire the people that we want to. (R: Yeah) There was one of our competitors; I can't think of the name, I'm sorry; but uh an American made press, that uh, went out of business a couple of years ago, and they had an engineer in the department who, they were talking they'd be able to get a couple of them, you know with the Japanese outlets you know, where the money was. We have orders over here, a lot of orders. I guess the money isn't there to buy the raw materials to make the parts to assemble our presses.

R: So you're, w-, when we talk about the closing in the company, you're talking about a management problem here.

G: Who am I to say, I, I mean it's what people talk about.

R: I mean you've got the orders, you can't buy raw materials. What else could it be?

G: Well, (R: Well, okay, let) you hate to point fingers when we're trying to get back in. (R: Yeah) We, we are trying to work together. (R: Yeah)

R: Just for the tape's sake, the, uh this is August 11th, right, 1989? (G: Yes it is) Now you found out July 14th I guess.

G: Well July 14th is the uh date, but uh, but actually, the party was the end of June. The first two weeks in July were supposed to be vacation weeks anyway. (R: Yeah) Uh, a few people worked the first week, in uh, [unclear] the sales, [unclear] repair parts. (R: Yeah) We were shipping out repair parts. I was scheduled to work the second week doing maintenance. They called me on that Friday, said, "Don't come in Monday. They have no money to pay you." Sss-, really the first that I heard about it.

R: When they called you personally as an employee, not as union president.

G: No, as an, well, no but then uh, there was only two of us on maintenance and it just so happens I am also the union president, just uh, [interviewer chuckles] just worked that way. (R: Yeah)

R: How'd, what was your reaction to that? (G: Hm?) What was your reaction to that?

G: I tell you, I think I took a deep breath, I says, "I know things have been bad." [chuckles] All of a sudden like that. Well it seemed that uh, the word got out that this fellow by the name of Gary Brooks wrote those checks or okayed the checks for three hundred thousand. Which we didn't have anything in there to cover them. That kind of brought it to everybody's attention: creditors, everybody. And then, I don't know just how the companies handle that. This might cost charges between parties involved. I don't really know who's to blame. (R: Yeah)

R: Well after your, after your (- -)

G: [unclear] opinion of mine, I, I don't know, would a fellow who has a business of his own that comes in on uh, supposed to turn companies around, would he do this to himself? He's saying that somebody told him the money was there and it was good, you know.

R: Al Prince was saying that (G: Yeah) the bankers brought him down.

G: Well he's saying uh, he done it on his own. (R: I see; [unclear]) But we're certainly not privy to it. (R: Yeah)

R: Well, there've been some actions taken recently uh what wa-, we'll get to those I guess somehow, what was, what was the first action you took? After your [unclear]. (G: Huh?) What did you do, call a union meeting; or call the International?

G: [unclear], I did speak to my uh, my district uh, staff man. And he said then as he is saying now that they had never received any contact from the company, which they're a little upset about. If there was a question of protocol they should have called the uh, the uh district office and tell them what was going on. But all the information they have received in the last month or so has come from me. Just, because I kind of ferreted out and asked questions. There was, there was no uh, just calling me up and saying, "This is what's happening." (R: Yeah) So where are we going with this here? Uh, we have our labor attorney, the firm of Hancock, Mann and Pyle and Wagner in Boston. They been, been steel workers' attorneys for years. They tried to make contact. But by this time here nobody assumed any responsibility for uh being head of the company! Everybody bailed out.

R: What do you mean, bailed out? They quit?

G: I-, Gary Lubin who is uh, the fifth, owns fifty-eight percent of the company, uh Chairman of the Board, uh Chief Executive O-, whatever, had all the titles. He took himself out of ATF Davidson Company, jumped into an affiliate group, ATF Ditto, (R: Uh huh) and since then, after a couple of weeks he's jumped back. Same thing with Ernie Boulager here, who is the Executive Vice President of the company. Uh, he probably said, "Oh, listen, I'm not going to be left holding the bag," so he resigned.

R: And, and he set up another kind of dummy (G: No, no he) corporation or (- -)

G: He is uh working with the bankers. Irving Trust sent some, well the bankers, they're not really bankers anyhow, they're technically the people working for the bank, tagging machine, inventory and that. He's working with them. He had somebody was knowledgeable on what [unclear]. (R: Yeah)

R: So what else happened after the plant [unclear]?

G: Uh, our people have, our people, meaning the steel workers district, filed a Fair Labor Practice with the NLRB. And I spoke to the woman from the Board. And she was having difficulty making contact with anybody from the plant. I gave her a couple of out of state addresses. I don't know if she made out or not.

R: Now what charges did you bring against them, [unclear] the Board?
(G: Hm?)

G: I haven't brought the charges. I'm supposed to go up for an interview oh maybe next week. (R: Yeah) [unclear] charges were brought by our district and I haven't got a copy. (R: Okay) Because it hasn't been completely written up. But she has tried to make contact with them to get their point of view.

R: These would probably, they'll be around uh, on [unclear].

G: Possibly so. Uh, question of no warning, no notice you know. (R: Yeah) I, I, I understand that the state and federal laws are you know, sixty day notices and that don't really apply. Because they really don't have teeth, you know. If at all possible. [chuckles] (R: Yeah) A lot of laws are written that way. [unclear]. [clears throat] Uh I, I know our labor attorney has been trying to uh talk with them also. Because if the place does go under, we're going to have to negotiate our way out. Same as we negotiate a contract. (R: Right) We have benefits there. Like right now we're all, we've all been billed by Blue Cross. We have to pay our own premiums. It's not as good a plan, because it's not a group. (R: Right) But, if we want the continuation then we certainly would have to comply with it. But, when you're layed off, a company is supposed to at least pay the first three months, at least half the premiums.

R: That was Massachusetts law, right? (G: Hm?) That's Massachusetts law.

G: No that's our contract. (R: Oh, that's your contract, okay) Maybe it's law also, but I know we've had that in for a while. (R: Okay) Uh, when the place closes we're supposed to get a severance pay. [unclear] depending upon years of service you know. I'm a bit concerned about pensions on the ATF end. The years we worked for White Consolidated are, are vested, they're frozen. Although I'm not very happy, if we were close as possible then we would come under what they call a deferred vested. If you're not working for the company at the time, then you just go back to your original company and get your pension when your sixty-two [unclear]. Uh, here we lose half of a percent a month, or six percent a year. So if you went back to sixty-two you'd lose uh, eighteen percent or you'd get uh, say eighty-two percent of your pension, if that-, if you're opt to get it then. Sixty-two instead of sixty-five. Now if you were no longer working for

the company they consider that a deferred vested, and for administration or what else have you they take away another ten percent. Now they're passing an amendment to the ARISSA Act in 1986. Uh, we weren't aware of it and we were just, that 1986 law that just said uh, five years now are what are considered vested for anybody. We still got that. But there's, when there's always something to our benefit, the other side would probably get something, too. (R: Yeah) But this was never mentioned until we looked at it. One person called and we helped come up losing ten percent. (R: Yeah) [unclear]

R: Any chance those, are, is there any chance those pensions are going to be lost?

G: No, uh, no. Uh, unless somehow [unclear] White Consolidated would go under, and I don't believe that will ever happen. (R: Yeah) [unclear] the pensions are with this place here now? We've only been under local management in ATF for uh, three years. I forget the date right now, it's just about three years. And for some, somebody says, "Well, you haven't got a five year vested with them." But when we negotiated from White to ATF, we bridged it. In other words, a person even just worked one year for this outfit, (R: Right) he would get maybe thirty years pension from White and he'd get a one year pension check from them.

R: What have you heard from the rank and file? What have they been doing?

G: Well they keep [unclear], "What's happening?" you know.

R: They want news from you?

G: Yeah. I can't give them anything. (R: Yeah) We know nothing. That's why we haven't had a membership meeting. And I talked to my staff, I said, "People like to see us." And what are you going to do, stand in front of the people and shrug your shoulders? You've got to have something concrete to tell them. (R: Yeah) And uh, when you read the articles in the newspapers which aren't always accurate that uh you know it's, depend on who you're talking to.

R: How many people were left at the plant when they closed it?

G: I'd say, well here's a f-, here's a figure, i-, there's different figures. In the union, about a hundred and twenty-eight people. Comprised of P & M and the office O & T. Maybe another twenty-eight, thirty management people. Or some non-union, they're not management, but they're in personnel or something. Then they also have a figure that goes out because they have a sales force here and there. They, they consider some people in, well, they had a group in California, oh, four or five out there; maybe another eight people in Atlanta. And they're just part of the organization, so. When he talks about unemployment, these people are included. So y-you're probably talking maybe a hundred and ni-, could go to a hundred and ninety people. (R: Yeah) Maybe two hundred. It's close to two hundred.

R: Have they uh (- -)

G: Okay, I would have to throw in another group of about twenty that had been laid off previous to this time, (R: Yeah) that have three year recall rights. So a couple hundred people.

R: Have they been angry or anything? Are they express- (- -)

G: No. No. There hasn't been any anger because I think uh, people have been a little disenchanted with the company for a few years. They could almost see something coming, but not that quick, decisive. (R: Yeah) They thought it would be a gradual thing, layoffs and bringing it down, down. Nothing like [unclear].

R: Have they turned to the union for advice, help?

G: Well, they have been calling as far as what they should do with their uh Blue Cross and benefits and uh, some of the people that are already out, retirees have been a little concerned; (R: Yeah) but I keep telling them that they've been out prior, three years before, they have no problems with White. But uh, all these, if I give you a problem here it's something that I assume is going to be resolved when things get back together. The third week of vacation we had a fellow that was out on S and A, which means Sickness and Accident. He had a check coming in every week for that, a small check. Well those were stopped, and four people all went down. One fellow thought he had a stroke, his wife's got cancer, there's nothing coming in. (R: Um hm) A lot of horror stories. Well this fellow died, and his wife has not received his uh insurance. It's just not there right now you know uh. I hope it's just tied up someplace. You know, she's calling, her son's calling. I'm trying to ferret it out someplace for her. It's, it's just not there yet [unclear]. Some people have uh paid their Blue Cross, people that have retired, between the age of sixty-two and sixty-five. They still have to carry their Blue Cross, until they get on Medicare. Some of them gi-, come in here and they pay their premiums, and the company in turn sends them [unclear]. And they got bills. I don't know where that money went, but none of it went to the premiums you know. (R: Oh really!) Yeah, yeah. People in management are concerned about their 401K. Couple of them went in to get their uh money and it wasn't there. I, I would believe that it's just tied up someplace. I can't see that this here would you know just be denied people. That's, what's happened, huh?

R: Yeah, that's pretty serious stuff. (G: Yeah; so) Have people been mad at you at all? (G: Hm?) Do they feel like you're doing everything you can do or have you had some grief?

G: Ahh, well, okay let's, nobody has really got mad at me. [unclear] a few people have called the house. I mean there they got mad at the wife. Uhh, but when I come on the phone I mean things are pretty, "How you doing? How are you?", [chuckles] you know [unclear]. (R: Yeah) Yeah we got a problem, sure we do. The union's ready to do a lot of things, the legal department, if this here does happen that it is a complete uh bankruptcy. But they haven't done anything until they make contact, and this is the whole bind here. Uhh, this fellow in New York has asked that the bankruptcy petition, through the courts, be transferred from Massachusetts, Worcester, Mass. to uh South Manhattan courts. (R: Why?) Well, that's where he's based. (R: Oh, I see) I can't imagine why but uh, [unclear] advantage to it, or maybe easier to [unclear]. (R: Yeah) But they have just appointed [unclear] somebody in their legal department over there which is the sole responsibility for answering all the uh questions about this company.

R: What's the role of Irving Trust been in this whole thing? Why are they in the picture?

G: They're the ones who's [unclear] have held the uh mortgage or whatever, uh. They funded us before. And uh it's their people that are in here for the last few weeks, not the bank [unclear].

R: They're the ones tagging machinery and stuff?

G: Yeah. Yeah, I guess the banker has been in maybe once. They're looking it over to see if it's feasible and how they're going to pull out of it. Now there were seven of our uh creditors that had filed. Chapter Seven that put us into voluntary bankruptcy. I don't know if I've got one around here or not. I think it's at home. I just went to the courts today to get a copy of it myself. [unclear]. But, it's just five from Mass. here, two from New Hampshire. Must be people just local [unclear]. It's a matter of public record, those things. It's fifty cents, they give you a copy. (R: Yeah) But they gave them until September first to answer it.

R: Do you get any sense at all that the bank is uh playing games o-, on this or, [unclear] playing games?

G: I was told by the New York people that, they just said, "The banks have not been as cooperative as we think they should be." You draw any conclusion from that statement that you want.

R: I was under the impression that they were uh, that there was some sort of personal feud between Irving Trust people and uh local management, which had very little to do with actually the plant itself.

G: I guess maybe when you're up in the big money like that [unclear] mistrust the other guy and [unclear] this and that, but I don't think it's (- -) Probably if Irving had more say as to what should have been taking place they would have made some management changes. (R: Yeah)

R: You spoke earlier about a guy who was hired to straighten the company out, another one of these new management experts that they brought in. How long ago, who was that and how long ago did he start?

G: Gary Brooks? He came in, oh I'd say maybe uh, like three months ago. He was there until that hit the paper, the way he wrote those checks, or authorized them. Didn't see too much of him. He had a partner, they came around the plant maybe one or two days asking people questions. The partner did anyway. We were under the impression he was going to be in the, on the floor and talking to the people but after that first or second day uh, he just stayed in that office. He did let some people go from management, to the point when he stopped. You know his reason may be figured he was at rock bottom, I don't know.

R: What kind of background did this guy have?

G: You know, tried to find out his background. He says, "I been doing this," he says, "I, hundreds of companies I've turned around." I says quit asking him. Now we got our Assistant

District Director there at the time. He was our staff man. He said, he kept saying, "Well, what companies? Where did you work before?" and that. Well, small places, out of state, this here and [unclear]. He couldn't pin him down. So uh, just tried to find out. Made a half-hearted attempt to ask around some of the places he might have worked at before [unclear]. He got nothing out of him. (R: Hunh) We haven't done an in-depth thing. We haven't gone through our lawyers or stuff like that. We just accepted it for what it was you know. (R: Yeah) The company went this route. [unclear]

R: Do you know anything about his credentials? Does he have an MBA from Harvard or (-)

G: Exactly! I mean this is what I, what I asked. You know there is no one in that plant that he would [unclear] a degree in. [unclear], well, I'm sure the engineers have to have uh, engineering degree. But uh there's nobody has any uh papers in business management or anything like that. People are in authority there [unclear] some come up through the ranks. It was a good old boy system for a while. (R: Yeah)

R: Now this guy Brooks um, the new management consultant, he's just the latest in a long string of managers, isn't he?

G: Uh, yeah there was one was in there just prior to him, I, God, already I forgot his name. He was only in a month. Charlie Brown was his name! [interviewer laughs] How can you forget a Charlie Brown? Yeah, Charles Brown. He came in to turn things around. And uh he was only there a month and they said well he got hurt in a skiing accident, and still recuperating, two months later he just decided he didn't want no part of it. I don't know what the circumstances were. He says this is not the type of business he thought it was supposed to be. [unclear] have to come in and turn things around you know. Uh, fellow before, [unclear], was a very well-liked person. On a one-on-one he was a great person to talk to, but he [unclear]. Some people left there in the higher echelon of management, he still didn't have that feeling uh talking to people in groups and that. [unclear] shyness [unclear]. But he had said when he first come in that he would be out in the plant talking to people [unclear], that never happened. Nobody ever talked to the people. (R: Yeah) I liked him personally, and I could talk to him. He was s-sympathetic. You could always do anything because he'd say, "Well, that's his department, I [unclear]. (R: Yeah)

R: How long was he there?

G: Uh, about a year and a half. But he was not always the President. The time he was in uh, I don't think he [unclear]. (R: Yeah)

R: Let's get back to that uh, what's going on now. Now you've been in touch with the management over at the plant, right? What are they telling you?

G: There is no management.

R: As far as the bankers that are (G: Yeah) in charge.

G: The bankers don't talk to us. They come in in the morning, they wave. [sighs] The only fellow I'm speaking to is the fellow that used to be, you know the, [clears throat] vice president of management, you know, uh, Executive Vice-President. That was his title I guess. And he talks to me because I've known him for a long time. He used to be my apprentice. (R: Oh, wow) Yeah. In fact, that's why I say, I don't dislike some of these people, but [coughs] there's uh two or three of them used to be my apprentice. [chuckles] (R: Yeah) I used to wo-, I used to repair machinery, they used to sit down and play my [unclear], things like that. And, I can't get my mind off how come suddenly they're running this big business you know. Good luck to them, but I don't, I don't know, would you say they're qualified or not? Maybe, maybe yes, I (- -)

R: What are, what are the bankers telling you at this point?

G: The bankers are not speaking to us.

R: They (- -) Okay, I saw in the paper that, that, I guess a lawsuit's being charged, and um, the NLRB charges. Everybody's kind of figuring the court if anything will act in favor of the company, simply by forcing the bankers to act. Does that, is that a good assessment or is that (- -)

G: That's just maybe one assesment.

R: What are some others?

G: Well, see we were going to go along, see if we could move the bank, see if we could go a, get into Chapter Eleven. And I said if that don't work, [unclear] if plan A don't work, he says we got B and C which [unclear]. [unclear] pushing me off [unclear]. (R: Yeah)

R: It's kind of (- -)

G: We have had, prior to our last negotiations, which w- ended in May, May 25th, that was, signed a three year contract; we did have our accountants in Pittsburgh go all through their books, which was all right by uh (- -) You know [unclear] figure the company's got no money, you know. And they got all kind of bills. How they got themself in that strait is something else.

R: What do you think the uh union will do? I mean the district. Are they going to be in a position that (- -) [both talk; unclear]

G: It probably won't be the district, but they have uh, they have uh legal representatives to prove class and uh they'll work with the state AFL/CIO very closely with the Dislocated Workers Program. They're going to, there's going to be some retraining offered our people if needed, yes. Although uh, them programs been kind of gutted very recently. (R: Yeah) Duke's been slashing everywhere. [laughs]

R: Yeah, well, well that's my question! Uh you're catching, you're catching it here from both ends. (G: Right)

G: And uh, the [unclear] town here has just defeated the override. And uh lost what, about a half a billion in the [unclear]. (R: Yeah) They'd hate to see this place fold, too. I mean it's a good tax uh, they pump in quite a few dollars into the town economy. (R: Yeah) I don't know, in the old days when we had few thousand or so members and a strike would take place, the town fathers would get very active. All the clergy would get together you know, see if they could resolve some of it. But today, it's, they don't command that much uh [chuckles] [unclear]. (R: Yeah)

R: Do you think people are (- -)

G: That's what people were saying to me you know. (R: Yeah) It was better in the old days. "You know," I says, "I don't know what you want these people to do." In the old days they were trying to get us together, contractually, there was a (- -) But now i-it's just [unclear]. What are you going to do? (R: Yeah)

R: Well, do you think the plant is gone then? If not next week then two, three years down the road? Is there any light at the end of the tunnel?

G: I think they could turn it around. There's a lot of orders out there and that's, I keep saying that. (R: Yeah) You got to test yourself for that, for that bank and just uh, somebody run this business right. Somebody's even mentioned that we'd probably be better off if one of our competitors would buy us out.

R: Any possibility of that?

G: There's been some talk, but that's, that's not the uh, that's not the number one [unclear]. If they were to come in, competitor, and if they were willing to run it from here, without moving everything to their plant, well then uh (- -) It would almost seem that they would run it from here because it's a lot, it's a big place to put into another plant. They would uh probably not move the management they have. They certainly have their own sales force. [unclear]. (R: That's interesting)

R: Have you talked to any managers that have been laid off [unclear]? I mean they're not getting any information either are they?

G: [unclear] management, foremen, stuff like that. They come out there and stand around with us and ask us what's going on. I wouldn't want to mention their names because it would be embarrassing to them. So [unclear].

R: Have you got anything you want to say about these people?

G: Well I, wrap it up? (R: Yeah) I can't say anything because I haven't made, I, I got to keep room so-, I have not made any personal contact and I would be the first one to ask who it is the person in authority. Right now they say any question will be answered by a group of bankers or some law firm paid by the company. They're not going to be talking about PR in the place

you know. (R: Yeah) It's just questions if you want to ask specific about, you know, what about my pension check or something [unclear]. Well, this is the big thing. We're shut off as far as communication. Communication lines have been snipped. God, you know the NRLB can't even talk to anybody. It's [unclear]. (R: Yeah it is)

R: The NRLB is investigating them?

G: Spoke to a woman last week who said she was trying to get some uh meeting with them so she could get uh their side of the story, what's going on, and uh, she says, "I'll call you back if I'm successful," and I haven't heard from her. (R: Yeah; interesting; well)

G: That's right out of Boston here. I, I been to the NR, LRB a few times for different things in the past. But uh, Causeway Street. I don't know the address right now, but uh, it's an outfit that'd probably talk to you.

R: Have you asked the governor's office for help at all?

G: No. I have uh talked to my local reps, I have talked to uh [unclear] people, and, and Dick Moore. And uh, well, "Keep us informed. We're only a phone call away." You know. Really, what am I looking for at this point. I got uh (- -) As far as filing for the trade assistant, I have sent letters to uh our representative Joe Early, Senators uh Kennedy and Kerry, the two of them. [unclear] filed the case and all. What it is, it's in there in the Labor Department. They're going to expedite it for us. [unclear]. (R: Yeah)

R: Have you gotten a response? (Hm?) Have you gotten (- -)

G: I just sent it out this morning. (R: Oh, okay) It takes a while. They have, they, they [unclear]. Joe Early really helped us the first time we filed about eight years ago, or nine years ago [unclear]. How time flies. Was a little different though. People that were out were uh getting checks. Now it's just uh, need some retraining or something. (R: Yeah) I talked to a few of the younger people. They've got jobs. They've already been other places.

R: That's good paying?

G: Uh, some, not all. (R: Yeah)

R: What kind of work are these other people doing?

G: Oh, one fellow I talked to this morning, he uh, gone to assembly work. That's what he used to do in here. One fellow's gone to work as, sales and parts and that you know. Parts department. [unclear]. Then you have the machinists who work on CNC machinery, and then they're always pretty good people [unclear]. (R: Yeah) Then you've got the people like me who are fifty-nine years old, don't feel as though we want to go on to something else, since I've been here since 1947. (R: Yeah) There are some places that pay as well, some pay better. But our benefit package was worth about fifteen seventy an hour, with our insurance. (R: Yeah)

R: That's what you're going to lose isn't it?

G: Well (- -)

R: I mean if you go out and find another job?

G: If I went to another job, I would like to [unclear] anyway so I wouldn't have to have any waiting period. (R: Yeah)

R: What about all this on your family life? Does it kind of put a strain on things at home?

G: Well [unclear] my children are m-, all married. (R: Pardon me?) My children are married.

R: Well, between you and your wife though.

G: Aw, if need be, she'd go back to work. She uh, she worked twenty-five years at the courthouse in Worcester and then she retired [unclear]. They're always asking her to come back. (R: Yeah) She only quit a cou-, a few years ago because her mother and father [unclear] health. They passed away since. Now it's a question of me. My mother might have to come live with use you know. (R: Yeah)

R: Well I guess we'll, we'll follow on this story as it plays out in the next couple months.

G: [unclear], I'll do what I can as far as picking up uh tidbits. (R: Yeah) [unclear] (- -)

[end of tape]